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ABSTRACT

Contents of this bulletin from the Association of American College's Project on the Status and Education of Women include: (1) affirmative action and employment, covering the future of women in academe, administrative positions, the "old boy" network, salaries, noncompliance with Title IX, women scientists and engineers, publications available, pregnancy, insurance, pensions, and alternative ways of working; (2) education of women, including women's studies programs, student earnings, male sex discrimination, broadcasting scholarships; international research on women, guides to films on women, and female administrative ladders; (3) minority women; and (4) sports. (LBH)

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project on the status and education of **women**

on campus with women

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AFFIRMATIVE ACTION AND EMPLOYMENT

Do Women Have a Future in Academe?

Academic women gathered to discuss this question at a conference sponsored by the New York State Education Department in the fall of 1974. Papers and speeches presented at the conference have now been compiled into a 446-page volume entitled *Women: Their Future in the University and the Community*. The book covers such topics as women in the university, women and the law, women and their life phases, women as volunteers, and women and community services. Copies of the book are available for $5.00 from Regents Research Fund, Higher Education Management Services, State Education Department 99, Washington Ave., Room 1922, Albany, NY 12230.

Gateways and Barriers for Women in the University Community, proceedings of CORNELL UNIVERSITY's (NY) Mary Donlon Alger Conference for Trustees and Administrators, held in 1976, also reviews the status of women in higher education. The proceedings include presentations by representatives of the six participating institutions, describing the status of affirmative action on their campuses; the role and contributions of women trustees and administrators; trustee-administrator interaction; and alumnae and women administrators. An annotated bibliography prepared as background for the workshops is included. Copies of the proceedings are available for $1.00 from Association of Governing Boards, One Dupont Circle, Washington, DC 20036.

Men Still Dominate Academic Administration

Despite some recent changes women still occupy only a few presidencies in public two and four year colleges, and virtually none in public and private universities. A study made by Alexander W. Astin of the Higher Education Research Institute found that of the women who are college presidents, the majority were either heads of Roman Catholic or women's colleges. The study also revealed that:

- Women constituted only 6.8% of all college presidencies, numbering 132 compared to 1,808 male presidents.
- Women in substantial numbers were found only in those middle and low level administrative posts that almost never lead to top academic posts.
- Of entering freshmen, 95.1% were enrolled in institutions where all three chief administrators (president, chief academic officer, and dean) were male.
- As a result, 19 out of 20 freshmen enter an institution in which all three key administrative posts were held by men.

Astin states that in order to increase the number of women college and university presidents, institutions must increase the number of women in positions such as chief academic officer, administrative vice president, and deans of major colleges. Those positions are rungs on the career ladder for college presidents.

Astin's study appears in the spring 1977 issue of *UCLA Educator*, available from Arthur Berchin, Managing Editor, UCLA Graduate School of Education, 405 Hilgard Ave., Los Angeles, CA 90024.

The "Old Boy" Network: Still Working

The network approach remains the primary recruitment means in academe, concludes Laurence R. Marcus in "Has Advertising Produced Results in Faculty Hiring?" Most "successful" recruiting is still done by personal inquiries, referrals, phone calls, letters, and national conference recruitment. Furthermore, Marcus reports, research indicates that few institutions seem "really eager" to expand their recruiting beyond the network system.

Through a series of interviews with department heads in the college of arts and science at the UNIVERSITY OF MASSACHUSETTS, Marcus found that the network approach is perceived as "the most effective manner of recruitment" by department administrators, and is "trusted" by faculty members. A study of the recruitment effort at the university during 1974-75 showed that of 94 finalists for 28 faculty positions, approximately 15 were minority and 39 were female. Only 30.9% of the finalists had responded to public advertisements. The remainder learned of the job openings through the network. Marcus notes that advertising has neither been as successful as its proponents desired, nor as much of a failure as its critics have charged. Nevertheless, the network is still the primary method of recruiting.

The article appears in the *Educational Record*, Fall 1976, Vol. 57, No. 4, available for $6.50 prepaid from American Council on Education, One Dupont Circle, NW, Washington, DC 20036.

Study of Higher Education Administration Finds No Surprises: No News is Bad News

A survey report recently released by College and University Personnel Association (CUPA) supports anew the allegations of many in academe that discrimination on the basis of race and/or sex is widespread. Commenting on the survey results, R. Frank Mensel, Executive Director of CUPA, said:

> The real surprise in the study is no surprise. On point after point, the data document the differentials in employment shares and salary levels of women and minorities in administrative employment—differentials that have been the basis of charges leveled by activists against colleges and universities.

The study, funded by The Ford Foundation, is the first

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to provide national data on the employment and compensation patterns in higher education administration by race and by sex. Over 1,000 colleges and universities of all types participated in the study. Some of the major highlights of the study are:

- White men held about 79% of the administrative positions at the survey institutions, white women held 14%, minority men held 5%, and minority women held under 2%.
- Institutions with women or minority student bodies employed a much larger percentage of women and minorities in administrative posts than did predominantly white coeducational colleges.
- Women and minorities were generally best represented in positions relating to student and external affairs.
- The affirmative action/equal employment officer was the only position included in the survey which had a sizeable representation of all four race and sex groups.
- Of those serving as affirmative action officers, men were paid more than women.
- Women, both white and minority, were paid only about 80% as much as men with the same job title when employed by the same type of institution.
- The percentages of jobs held by women and minorities generally tended to decrease as salaries increased, except at women's colleges and minority institutions.

The 95-page report, *Women and Minorities in Administration of Higher Education Institutions: Employment Patterns and Salary Comparisons*, is available for $7.00 prepaid from CUPA, One Dupont Circle, Suite 650, Washington, DC 20036.

AAUP Salary Kit Available

The American Association of University Professors has published its *Higher Education Salary Evaluation Kit*, designed to help administrators and faculty groups evaluate their institution's salary scale and detect possible salary inequities between men and women, and between whites and minorities. The 55-page book, written by Elizabeth L. Scott, recommends several methods for flagging salary inequities and for correcting those inequities. The kit also includes bibliographies of salary studies made at universities and colleges, studies of professional societies, and general studies of salary inequities in academe. Single copies of the kit are available upon request; additional copies are $1.25 each. Order from AAUP, One Dupont Circle, NW, Suite 500, Washington, DC 20036.

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THE PROJECT ON THE STATUS AND EDUCATION OF WOMEN of the Association of American Colleges provides a clearinghouse of information concerning women in education, and works with institutions, government agencies and other associations and programs affecting women in higher education. The project is funded by Carnegie Corporation of New York. Publication of these materials does not necessarily constitute endorsement by AAC or Carnegie Corporation of New York. This publication may be reproduced in whole or part without permission, provided credit is given to the Project on the Status and Education of Women, Association of American Colleges, 1818 R Street, NW, Washington, DC 20009.

HEW Warns Higher Ed of Loss of Funds for Non-Compliance to Title IX

Colleges and universities who fail to submit Title IX assurance forms may face possible withdrawal of federal funds, says Joseph Califano, Secretary of the Department of Health, Education and Welfare (HEW). The form "assures" HEW that the institution is in compliance with the Title IX ban on sex discrimination in federally aided programs. The Office for Civil Rights (OCR) recently sent reminders to those institutions which had not complied with the requirement, causing a "steady stream" of forms to arrive daily at HEW.

For further information on the compliance forms, contact the Office for Civil Rights, HEW, Washington, DC 20201.

Women Scientists and Engineers: Some Gains, Numbers Still Low

Women's gains in academic full time employment in science and engineering were three times those of men's gains from 1974-75, reports the National Science Foundation (NSF). Women registered a 6% increase compared to a 2% increase for men. Despite this higher rate of increase, however, the proportion of women employed full time as scientists and engineers in colleges and universities was only 15%, an increase of less than one percentage point from 1974 to 1975. The proportion of women varied from less than 1% of mechanical engineers to more than 24% of sociologists.

NSF reports these figures in *Manpower Resources for Scientific Activities at Universities and Colleges, January 1975*, (49 pages) available for $1.45 from Superintendent of Documents, U.S. Government Printing Office, Washington, DC 20402.

New Publications Available on Scientists and Engineers

The Scientific Manpower Commission has two new publications which examine the present and future job market for scientists and engineers, and the particular status of women scientists and engineers.

Supply and Demand for Scientists and Engineers—A Review of Selected Studies by Betty M. Vetter, examines past, present and future imbalances of "humanpower" in those fields. The report delineates and assesses the increasing participation of women and includes a special section on academic demand for scientists and engineers. The 54-page report is available for $1.50 from Scientific Manpower Commission, 1776 Massachusetts Ave., NW, Washington, DC 20036.

The Impact of Federal Programs and Policies on Manpower Planning for Scientists and Engineers is the report of a workshop conducted by the commission in spring 1977. Representatives of federal, state and local government agencies, educational associations, professional societies and others discussed a wide range of issues including data collection, the impact of federal funding on education, and the current and future role of women and minorities in science and engineering. Conclusions and recommendations are included in the report. Copies of the 56-page report are available for $2.00 from the commission at the address given above.

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New Sources of Availability Data

The following publications provide data on the availability of women and minorities for professional employment in scientific and health fields:

Doctoral Scientists and Engineers in the United States, 1975 Profile, published by the National Research Council, gives data on median annual salaries and unemployment rates by age and sex, as well as data on employment distribution. For example, figures on annual salary of doctorates in scientific fields who received their degrees prior to 1974 show that the median annual salary for men exceeded the median salary for women in every field of employment. Single copies of the 51-page report are available from National Research Council, National Academy of Sciences, 2101 Constitution Ave., NW, Washington, DC 20418.

Employment Status of Ph.D. Scientists and Engineers, 1973 and 1975, also published by the National Research Council, analyzes employment statistics by sex and field of doctorate, by sex and age, by sex and year of doctorate, and by type of employment and field of doctorate. The report states that in both survey years, the unemployment rate for women was substantially higher than that for men: 3.9% for women compared to 0.9% for men in 1973; 3.0% for women compared to 0.8% for men in 1975. Single copies of the 46-page report are available upon request from National Research Council, 2101 Constitution Ave., NW, Washington, DC 20418.

Minorities and Women in Health Fields provides data by race and sex in medicine, osteopathic medicine, dentistry, optometry, pharmacy, podiatry, veterinary medicine, nursing, and allied health fields. Prepared by the Health Resources Administration of the Department of Health, Education and Welfare, the report includes comprehensive information on enrollment patterns in health professional schools as well as employment patterns. However, the racial/ethnic data is not broken down by sex, neither is data by sex given in racial categories. The 101-page report can be obtained for $2.20 from Superintendent of Documents, U.S. Government Printing Office, Washington, DC 20402.

California Board Requires Affirmative Action

The Board of Governors of California Community Colleges voted unanimously to require all state community college districts to develop affirmative action plans and submit them for board approval. Districts which do not comply with the requirement are subject to having state funds withheld. The plans must include specific goals and timetables for hiring and promoting women and minorities. The plans are to be submitted no later than July 1978 and the districts must report their progress every two years to the chancellor.

Affirmative Action Isn't All They Do . . .

A study of the management of affirmative action programs in California community colleges showed that the majority (78.4%) of affirmative action officers had other job responsibilities as well. The survey, conducted among 102 community colleges in the winter of 1977, found that:

- Only 7.8% of the affirmative action officers were full time at their college; 3.9% were full time with their districts.
- 12.7% of the college presidents themselves served as affirmative action officers. This was reported from institutions with over 20,000 students as well as from institutions with under 5,000 students.
- At 84.3% of the colleges affirmative action officers reported to high ranking administrators: 59.8% reported to the president; 24.5% reported to the chancellor.
- In 47% of the colleges, the role of the affirmative action officer was viewed as an advisory one; in 16.6% of the colleges it was viewed as a monitoring one, and in 15.6% of the colleges, it was seen as a reviewing one.

The study was conducted by Esther Kronovet, Affirmative Action Coordinator for Palomar College, San Marcos, CA 92069.

Affirmative Action Literature from the Commission on Civil Rights

Three recent publications from the United States Commission on Civil Rights will be of interest to affirmative action officers and other persons concerned with equal opportunity for women and minority groups.

Last Hired, First Fired: Layoffs and Civil Rights reviews the legality of layoffs by seniority when disproportionate numbers of minorities or women are affected. The report recommends some alternatives to layoffs which are already practiced in other countries and in some American industries. The appendix of the report includes tables which give data on labor force participation by race and sex. Single copies of the 89-page report are available from Commission on Civil Rights, Washington, DC 20425.

In "Measuring Success or, Whatever Happened to Affirmative Action?", Joan Abramson describes how affirmative action is perceived by federal officials, academic opponents, and women and minority group members. Abramson offers a review of the enforcement effort of HEW, and gives reasons for what she calls "lax enforcement" by the agency. She calls for "a strong government presence" and gives some examples of innovative approaches to affirmative action. The article appears in the winter 1977 issue of *Civil Rights Digest*, available from the address above.

The Federal Civil Rights Enforcement Effort–1974, Volume VII, To Preserve, Protect and Defend the Constitution, is the last of the series of commission studies of federal civil rights programs. Issued in June 1977, the 201-page study reviews how The White House, the Office of Management and Budget, Federal Regional Councils and Federal Executive Boards have carried out their civil rights responsibilities. Information on sex discrimination is included in each section. The commission makes recommendations to each agency on how to improve enforcement. Single copies of the report are available from the address above.

Affirmative Action and Equal Employment: A Bibliography, was compiled by Kathryn S. Forrest and Wendy Chang of San Jose State University Library. The unannotated bibliography lists approximately 500 publications on the employment and educational status of women and minorities. Included are federal publications; reports and articles from professional journals, congressional hearings; and speeches from academic conferences. Single copies of the 19-page booklet are available while supply lasts from Stephen Faustina, Affirmative Action Office, San Jose State University, San Jose, CA 95129.

Supreme Court Supports Ruling in Favor of Unmarried Pregnant Woman

By refusing to hear a case involving the dismissal of a woman employee because she was pregnant and unmarried, the U.S. Supreme Court leaves standing a lower court ruling that such action is indeed illegal. The female employee in the case (*Martin Sweet Co. v. Jacobs*) had charged her former employer with violation of Title VII of the Civil Rights Act of 1964.

The company argued that the woman was dismissed, not because of her pregnancy, but because of her "immoral be-

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havior." The employee claimed that the company would not have fired a male employee who had engaged in extra-marital sexual activity.

The lower court rejected the employer's argument, noting that since pregnancy was "unique to women," the dismissal was indeed discriminatory.

In a similar case in North Carolina, a high school teacher won her job back plus $6,000 in back pay after she was dismissed by the school board. The board policy required dismissal of unmarried teachers who had babies.

AAUP Endorses Senate Bill on Pregnancy Disability

The American Association of University Professors (AAUP) has endorsed Senate bill 995 which would require employers to treat short term leaves related to pregnancy the same as leaves granted for other temporary disabilities. The bill would counteract the policy implications of the Supreme Court decision in *Gilbert v. General Electirc*, i.e., that employers are not required to provide temporary disability benefits for pregnancy-related illnesses.

In its letter of support for the bill, AAUP stated, "if academic women and other working women are to be permitted, as are their male colleagues, the opportunity to enjoy both a career and family life, penalties cannot be attached to work absences caused by illnesses due to pregnancy and childbirth." The letter, signed by AAUP Committee W Chairperson Mary Gray, reports that many colleges and universities have recognized the inequities which result from treating pregnancy-related illnesses differently, and have begun to change personnel policies to eliminate these inequities.

Insuring Women for the Future

Women are raising many questions about how their futures might better be insured. To provide answers, the Women's Equity Action League (WEAL) has developed a 59-page booklet, *Sex Discrimination in Insurance: A Guide for Women*. This resource provides information on current insurance practices and legislation affecting women, and includes a section on what individuals and groups might do to improve insurance regulations. The booklet may also be helpful to institutions evaluating their insurance programs for women employees.

Copies are $3.00 each, available from WEAL, 733 15th St., N.W., Suite 200, Washington, DC 20005.

Indiana Supreme Court Supports Equal Pensions

In line with other recent court decisions, the Indiana Supreme Court has declared that use of differential actuarial tables to determine retirement benefits for men and women violates both the United States Constitution and the Constitution of the State of Indiana. The ruling came February, 1977 in *Reilly v. Robertson*, a case involving a teachers' retirement plan which paid female retirees $15 less per month than male retirees because actuarial tables indicate that females live longer than males. The court ruled that "men and women teachers are not by reason of disparate group mortality experience dissimilarly circumstanced, and are entitled to participate equally in the right to receive payments from the fund." The court noted that the retirement plan could well be based on a sex-neutral mortality table, as indeed it had been prior to 1972 when separate tables for each sex were adopted.

Such sex neutral tables are recommended by Committee W of the American Association of University Professors (AAUP) which acts as a clearinghouse for information on sex neutral pension benefits. (To contact the committee, write Committee W, AAUP, One Dupont Circle, Suite 500, Washington, DC 20036.

[Note: Title VII of the Civil Rights Act requires equal benefits for men and women covered by retirement plans.]

Resources for New Ways of Working

Alternative work patterns such as job sharing, flex-time and part time are becoming increasingly popular both in academe and in the job market generally. The Women's Equity Action League (WEAL) recently published a packet of information which explores such alternatives. The materials contain three publications: "Resource List on Aspects of Women and Employment," "Preparing a Resume," and "A Guide to Alternative Employment Opportunities." The packet provides information to individuals, career counseling groups and employers as to where alternative work patterns exist, and should be of assistance to anyone interested in establishing new avenues in work patterns. The packet is available for $2.50 prepaid from WEAL National Office, 733 15th St., NW, Washington, DC 20005.

Mathematics Association Adopts New Name Policy

In January 1977 the Association for Women in Mathematics unanimously passed a resolution calling for the discontinuance of "the present practice of the Mathematical Association of America (MAA) of presenting in official communications . . . the names of female mathematicians in a different format from that used for male mathematicians," (i.e., using the first names of females but only the initials of males). The Board of Governors of the MAA learned of the resolution and responded by changing the practice. According to MAA president Henry Alder, the association "will hencefortth list all names with full first names and middle initials as practiced by most or all mathematical organizations . . . ."

OCR to Reprint Sex Discrimination Chart

The Office for Civil Rights (OCR), Department of Health, Education and Welfare (HEW), has announced that it will reproduce the chart on *Federal Laws and Regulations Concerning Sex Discrimination in Educational Institutions* prepared and updated (June 1977) by the Project on the Status and Education of Women. The chart covers Executive Order 11246, Title VII of the Civil Rights Act, the Equal Pay Act, Title IX, and Titles VII and VIII of the Public Health Service Act. Copies will be available both from the national and regional OCR offices. Write the Office for Civil Rights, Department of Health, Education and Welfare, Public Affairs Department, Washington, DC 20201.

Handbooks for Study and Action

Increasingly, employers are assessing the status of women within their organizations. The following publications may be useful in planning such studies.

The Forgotten Five Million: Women in Public Employment by Catherine Samuels describes women employees in state and local governments and may be of help in evaluating state supported institutions such as hospitals and colleges. Designed as a manual for change, the 298-page book tells how to evaluate employment discrimination and organize women employees for effective change. Legal aspects and additional resources are listed in each section.

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The section of general resources includes an annotated list of more than two hundred groups and publications. The book is available for $5.00 per copy from Women's Action Alliance, 370 Lexington Avenue, Room 601, New York, NY 10017.

Community Survey on the Status of Women, prepared by the Organization Liaison Division of the Population Institute, is a how to kit for conducting a survey on the occupational and decision-making positions that women hold at the local level. The kit includes guidelines for collecting and analyzing data, and for conducting successful publicity campaigns. A section on followup activities contains lists of relevant resource organizations. The 35-page booklet is available for $2.00 from The Population Institute, 110 Maryland Ave., NW, Washington, DC 20002.

EDUCATION OF WOMEN

Women's Studies and the Small Liberal Arts College

A Women's Studies Program established by the Great Lakes Colleges Association (GLCA) has received a two-year grant from the Fund for the Improvement of Postsecondary Education (FIPSE). Under the funding, the Women's Studies Committee will work toward establishing a consortial interdisciplinary major or concentration in women's studies to be operative by fall 1979.

The program will:

- sponsor workshops on women's studies issues and include participants from each of the GLCA member colleges;
- provide consultant services and a speakers' bureau;
- appoint two visiting Women's Studies Scholars for one semester each at member colleges and pay 40% of the scholar's salary (60% to be paid by the host college);
- establish a "mini-grant" program "to provide small but important support for projects proposed on each campus to meet particular needs there."

Beth Reed, coordinator for the program, says that the study should provide "a model for curricular cooperation in the GLCA and for consortial cooperation in developing women's studies valuable for small liberal arts colleges." The program developers hope to achieve identifiable changes in the content of courses in many disciplines and the development of at least one special women's issues course on each of the GLCA campuses.

Requests for further information should be addressed to the GLCA Headquarters, 220 Collingwood, Suite 240, Ann Arbor, MI 48103.

Students Earning Their Way Through School

While male undergraduate students continue to earn more than females toward financing their undergraduate educations, the gap seems to be narrowing, according to a study published recently by the American College Testing (ACT) Program. Comparing figures for 1960 and 1970, the study indicated that the increase in earnings for financing expenditures was more dramatic in the case of women than men, with women earning one-sixth of their annual payments in 1960, and close to one-third in 1970. Male full-time undergraduates covered less than two-fifths of their annual payments in 1960 and 44% in 1970. In addition, the study reports that male students continue to earn more during the summer than female students, with 89% of the men and 71% of the women reporting summer earnings of $869 and $538, respectively. Approximately 90% of the males and 75% of the female full time undergraduate students work sometime during the academic year.

The 55-page booklet, *Trends in the Sources of Student Support for Postsecondary Education* is available for $2.00 prepaid from ACT Publications, P.O. Box 168, Iowa City, IA 52240.

Sex Discrimination and the Masculine Gender

Sex discrimination in education affects men as well as women, according to the *Sex Discrimination in Education Newsletter*. The newsletter has devoted all 7 pages of its February 1977 issue to the subject "Not for Women Only." Included are an annotated list of books on male liberation, and periodicals for combatting sexism. The issue should be of particular interest to persons on campus establishing men's studies programs. Single issues are $1.00. Subscriptions for one year (six issues) are $10.00 for institutions and $5.00 for individuals prepaid. Write to Sex Discrimination News, Department of Psychology, University of Michigan, Ann Arbor, MI 48109.

The third revision of the *Men's Studies Bibliography* contains approximately 1100 citations divided into subject areas including employment, socialization, relationships and attitudes toward women, and the men's liberation movement. A list of books providing an overview of current research in these and other areas is also available. Copies are $2.00 prepaid from the Human Studies Collection, MIT Humanities Library, Cambridge, MA 02139.

A study conducted last year among college students at a midwestern university indicates that the man who supports women's liberation is likely to be one of the most popular men on campus, among both men and women. The study reported that the 229 men questioned felt a male advocate of the feminist cause had more character, competence and sociability than his chauvinist counterpart. The male proponent of feminism scored even higher with the 164 female subjects, who found him more "socially attractive" and the preferred partner for marriage or dating. In contrast, the female opponent of women's liberation consistently outscored the female supporter, getting higher ratings from men and women on scales designed to measure social attractiveness and character. Researchers conducting the study said that the preference for male advocates of feminism and female opponents of feminism suggest less stability in individual attitudes toward women's liberation than they had supposed. The results of the study appeared in the Winter 1977 *Journal of Communication*, published by the UNIVERSITY OF PENNSYLVANIA. Copies are available for $4.00 from the *Journal of Communication*, P.O. Box 13358, Philadelphia, PA 19174.

HAMILTON COLLEGE (NY) sponsored a "Men and Masculinity" series last February, focusing on men's socialized roles and the ways in which they are influenced and determined by American society. Included in the four part series were two films, a presentation on fathering, and a slide presentation on "Growing Up Male in America." The series was developed "because very little attention has been paid, in the media and on college campuses, to the extent to which males are placed in roles defined for them by society." The series' coordinators felt that the time has come for men to give thought to their roles and the stereotyped expectations society has of them. For information, write Curt Smith, Assistant Director of Communications, College Relations, Hamilton College, Clinton, NY 13323.

Complaint Yields Scholarships for Women in Broadcasting

A complaint against a family owned media monopoly has resulted in at least $100,000 in scholarships to women in central Pennsylvania for study or training in technical and other

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positions in the broadcast industry. Women's groups contended one firm in the Lancaster, Pennsylvania area owned nearly all of the sources of news and entertainment and controlled all of the advertising, thereby limiting opportunities for women in the field. When the Federal Communications Commission decided to hold hearings on the question of license renewal for WGAL, the company agreed to a number of requests from women's groups, including the scholarship program for women.

Information is available from the Washington based public interest law firm which worked on the agreement, Citizens Communications Center, 1914 Sunderland Pl., NW, Washington, DC 20036.

Research on Women Goes International

The International Center for Research on Women has been established to collect and disseminate current research on women through a network of research centers around the world. Sponsored by the Federation of Organizations for Professional Women, the center encourages improved social research on the impact of socio-economic development and cultural change on the lives and life chances of women in all societies.

Through an information clearinghouse, the center provides a library collection of published and unpublished studies on women around the world, available for reproduction at cost. It also publishes a newsletter, organizes workshops and conferences to disseminate information, and provides liaison between persons in academe, government and business.

Individuals wishing to participate in the research exchange should contact the International Center for Research on Women, 2000 P Street, NW, Suite 403, Washington, DC 20036.

Resources for Learning and Teaching About Women

American Women Today and Tomorrow is a report prepared for the National Commission on the Observance of International Women's Year by Market Opinion Research. The book is an analysis of a survey made to assess women's attitudes, life patterns, current activities and future plans. The "wave of the future," says the report, is being set by the young (under 35) educated woman with an expanding outlook which calls for a woman's career to be given as much emphasis as a man's. Each chapter of the report is accompanied by several charts, graphs and tables. Copies of the 72-page report are available for $1.25 each from Superintendent of Documents, U.S. Government Printing Office, Washington, DC 20402.

A Statistical Portrait of Women in the United States, a census population report, is a compilation of data from various government sources. The data analyses trace trends among women in a wide range of areas including: longevity, mortality and health, residence and migration, marital and family status, fertility, education, occupation and industry, work experience, income and poverty status, voting and public office holding, and crime and victimization. Separate sections on black women and women of Spanish origin are included also. The 90-page "portrait" is Special Studies Series P-23, No. 58, available for $2.10 from Superintendent of Documents, U.S. Government Printing Office, Washington, DC 20402.

Population Profiles Number 15, Women in American Society by Mary Ellen Reilly and Leon F. Bouvier, is an 8-page booklet offering both a historical and contemporary overview of women's role in the nation. The authors summarize the gradual transition women have made from work solely inside the home to work outside the home over the past two centuries. They predict that in the 21st Century, "it is improbable that a sex designation will be able to keep over one half of our population from realizing their diverse potential." Tables of census data and a reading list are included. Copies of the profile can be obtained upon request from Center for Information on America, Box C, Washington, CT 06793.

Two booklets from the Department of Labor Women's Bureau contain concise data on the 37 million American women who work outside the home.

Women Workers Today, a 10-page booklet, gives a general description, personal and employment characteristics of working women, including information on minority women workers.

Mature Women Workers, A Profile, describes the third of women workers who are 45 years old or over. The profile includes statistics on labor force status, marital status, education and income, and there is a section of data on "unrelated women living alone." Differences in the work life of minority and white women are noted throughout the 12-page report. Single copies of both publications are available upon request from the Women's Bureau, U.S. Department of Labor, Washington, DC 20210.

The Unfinished Assignment: Equal Education for Women by Patricia McGrath traces the development of educational opportunities for women around the world. McGrath notes progress in the number of women entering universities, professional schools, and high schools, and believes that these trends will not "remain confined to Europe and North America." She gives facts and figures on the literacy rate and educational attainment of women in developing as well as developed countries. The 47-page book is available for $2.00 per copy from Worldwatch Institute, 1776 Massachusetts Ave., NW, Washington, DC 20036.

Sex Roles: Persistence and Change, edited by Diane N. Ruble, Irene H. Frieze, and Jacquelynne E. Parsons, is a special issue of the *Journal of Social Issues* (Vol. 32, No. 3, 1976). Sixteen articles focus on the societal impediments and psychological factors which influence sex-role behavior and help to maintain traditional sex roles. Topics include fear of success, women and power, education and occupational role choices, sex as a status characteristic in leadership, and the potential for change in sex role structures. The 228-page volume is available for $3.50 from *Journal of Social Issues*, P.O. Box 1248, Ann Arbor, MI 48106.

Psychology of Women Quarterly is a recent journal of the American Psychological Association which provides psychological perspective on the issues affecting women today. It can be used as a resource by educators and counselors as well as by members of the mental health profession. The quarterly is available for $12.00 a year for individuals, $30.00 for institutions from Human Sciences Press, Behavioral Publications, Inc., 72 Fifth Ave., NY, NY 10011.

Guides to Films on Women

Workshop and conference planners, women's studies teachers and women's organizations will find many audio-visual resources in the following guides:

New Day Films: Films About Women and Men, lists 14 films on a variety of subjects in the daily lives of men and women, including family roles and relationships, social roles, sex role socialization, and work. The 21-page catalog is available free from New Day Films, P.O. Box 315, Franklin Lakes, NJ 07417.

Positive Images: A Guide to Non-Sexist Films for Young People, by Susan Wengraf and Linda Artel, lists over 400 films,

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videotapes, slide shows and film strips which challenge sex role stereotypes. Each item is critically evaluated for content, technical quality, and price. Although the guide focuses on material for young people, many of the items listed are suitable for adults and recommended age levels are given. The 168-page guide is available for $5.50 from Booklegger Press, 555 29th St., San Francisco, CA 94131.

Women Make Movies, Inc., lists eleven films on subjects such as women's health, alternative roles for women, rape, and international and American women. Most films are recommended for high school age and older for use in schools and in other activities. The 16-page promotional booklet is available for $.50 from Women Make Movies, Inc., 257 W. 19th St., NY, NY 10011.

How to Climb the Academic Administrative Ladder

Higher Education Resource Services (HERS)–New England, has announced two new programs for women in higher education teaching and administration. The Administrative Skills Program for women faculty and entry and mid-level administrators in New England colleges and universities will be offered at WELLESLEY COLLEGE (MA) during the academic year 1977-1978. The skills seminars are:

Fiscal Management	November 2-6, 1977
Organizational Behavior	January 6-8, 1978
Management Skills	March 3-5, 1978
Managing Information	April 7-9, 1978
Government and University Relations	June 9-11, 1978

Participants will attend all five seminars and complete skills work between seminars. Tuition is $500. Application deadline is October 15, 1977.

For applications and brochures, write Dr. Jeanne Speizer, Project HERS, Wellesley College, Cheever House, Wellesley, MA 02181.

HERS New England, in addition to its referral and placement services, is also conducting Career Counseling Workshops for women in higher education teaching or administration. These workshops are aimed at junior faculty, junior to mid-level administrators, administrators, as well as to women finishing Ph.D.'s. Workshops are held in response to proposals from interested institutions or groups, and result in career cooperatives, or mutual assistance groups.

Requests for Proposals, with a December 5 deadline, are available from Dr. Martha Tolpin, Project HERS, Wellesley College, Cheever House, Wellesley, MA 02181.

MINORITY WOMEN

Minority Women Vary in Educational Attainment

Minority women are not a monolithic group in academe or elsewhere, and a report issued in January 1977 by the American Council on Education (ACE) illustrates some of the differences among minority women in higher education. ACE's Higher Education Panel Report No. 24, *Bachelor's Degrees Awarded to Minority Students, 1973-74* reports that:

- among all minority bachelor degree recipients, 53% were women and 47% were men;
- the lowest proportion of women recipients was among American Indians where they were 37%, and the highest proportion was among Black Americans where they were 57%;
- the proportion of women among Asian American and Spanish American recipients paralleled the national figure for all students, 45%.

The report also notes that minority women, like white women, were less likely to receive degrees from universities, especially private universities.

Further evidence of the differences (and similarities) among minority women is provided by enrollment data from the Office for Civil Rights (OCR). OCR reports that in 1974, of the total number of minority students in undergraduate schools, 586,160 were female and 596,365 were male. [NOTE: The discrepancy between this enrollment figure and the degree recipient figure above is apparently due to the lower dropout rate of females.] In graduate schools, minority females and males were almost evenly divided at just over 49,000 each. At the graduate level, black females outnumbered black males by 38,926 to 28,107. However, males of other minority groups (American Indian, Asian American and Spanish Americans) outnumbered females of the same minority by almost two to one. Finally, in the professional schools, *all* male minorities outnumbered female minorities *more than three to one*.

Single copies of the ACE report can be obtained from Higher Education Panel, American Council on Education, One Dupont Circle, Washington, DC 20036. For further information on the enrollment of minorities, contact Mary Lou Watkins, Office of Public Information, Office for Civil Rights, Department of Health, Education and Welfare, Washington, DC 20201.

New Research Tool on Black Women Published

The Black Woman in American Society, is an annotated bibliography designed as a reference tool for those who want to learn more about the lives and achievements of black women in the United States. Over a thousand entries are listed covering every period of the black American woman's existence from pre-Revolutionary times to the present. Works cited include autobiographies, sketches, articles, significant sections or chapters in books and other material on the varied aspects of black women. Lenwood G. Davis, author of the bibliography, hopes the book will inspire many more black women to record their experiences and accomplishments. The 157-page bibliography is available for $17.00 per copy from G.K. Hall & Co., 70 Lincoln St., Boston, MA 01773.

Resources on Spanish Speaking Women

Profile on the Mexican American Woman by Martha Cotera was prepared under contract to the National Institute of Education. The 268-page volume contains a history of Chicanas, a socioeconomic profile of Chicanas in the United States and a chapter on the Chicana's family. There is also discussion of the Chicana's accomplishments outside the home in education, politics, literature, the labor movement, and her realtionship to the women's movement and Chicana organizations. Appendices include a bibliography, a list of Chicana organizations, and resolutions passed by Chicana conferences between 1970 and 1975. Copies of the book are $8.00 each, available from National Educational Laboratory Publishers, 813 Airport Blvd., Austin, TX 78701.

Women of Puerto Rican Origin in the Continental United States is a 4-page fact sheet on the population, age, marital status, employment and economic status of Puerto Rican women. Data are from the Census Bureau. Single copies of the fact sheet are available from the Women's Bureau, Department of Labor, Washington, DC 20210.

In order to make the writings of Chicanas more accessible for research and education, Cristina Portilla, Graciela Rios and Martha Rodrigues have compiled holdings from the

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Chicano Studies Library at the UNIVERSITY OF CALIFORNIA, BERKELEY into the *Bibliography of Writings on La Mujer*. The 56-page book lists articles, books, dissertations, student papers, magazines, newspapers and journals that deal mainly with Chicanas in the United States. The bibliography is available for $3.00 for institutions; $1.00 for students, prepaid. Make checks payable to Friends of the Chicano Studies Library, 3408 Dwinelle Hall, University of California, Berkeley, CA 94720.

Unless Spanish speaking women "make a gigantic effort to bring down the barriers that confront us, we will continue to be kept outside of the walls of the garden of ripe fruits: good salaries, professional positions and career advancement opportunities," warns Norma Varisco de Garcia in "Education and the Spanish Speaking Woman: A Sad Reality." De Garcia suggests that Hispanic women help to spread information about educational opportunities offered by those institutions which try to accommodate the special needs of "new" or "atypical" women; promote contact with Hispanic women achievers who can serve as role models, and promote other activities and services which will help Hispanic women enter professional occupations which require college degrees. The article includes several charts on education and employment patterns of Hispanic women, and lists four Spanish speaking women's organizations. Reprints of the article (which originally appeared in the *Journal of the National Association for Bilingual Education*, May 1976) may be obtained from the Women's Bureau, Department of Labor, Washington, DC 20210.

SPORTS

Keeping Score on Sports

How does your institution score in equal opportunity for women in sports? A kit on Women in Sports has been developed to aid institutions and individuals in finding the answer to that and other questions. The Women's Equity Action League (WEAL) Educational and Legal Defense Fund designed the kit to "help people across the United States in their struggles to achieve integration and full benefits for women and girls in sports and physical education."

In addition to an "Equal Opportunity Scorecard," the kit includes Title IX information, an examination of the current status of women and girls in sports, action suggestions, an extensive bibliography and resource list of organizations concerned with women's sports, and annotated bibliographies of audio-visual aids and children's books which portray women as athletes.

The kit is available for $4.00 prepaid from WEAL Fund, 733 15th St., NW, Suite 200, Washington, DC 20005.

Ja Shin Do, Tang Soo Do—New Sports for Women?

Black Belt Woman magazine provides information on what may sound like strange dances to the average sports fan. Actually, Ja Shin Do and Tang Soo Do are martial arts, not dances, and are growing in popularity as sport for women. Subscriptions are $9.50 (5 issues) from *Black Belt Woman*, 22 Ashcroft Rd., Medford, MA 02155.

The magazine and an organization of the martial arts, Nutcracker's Suite, co-sponsored a Women's Summer Karate Special Training Camp at HAMPSHIRE COLLEGE (MA) last June. Ninety-one women from both women's and co-ed institutions participated in workouts demonstrating various styles, endurance, combination techniques, form, sparring techniques, and free-styling. Scholarships were available. For more information, write the Special Training Camp organizer Banshee, Nutcracker's Suite, 23 Smith St., Northampton, MA 01060.

FAREWELL TO PROJECT STAFFERS DUNKLE AND GLEAVES

Margaret C. Dunkle and Francelia Gleaves, are leaving the project to assume impressive roles elsewhere. After five years with the project, Margaret is leaving to become Special Assistant to the Deputy Assistant Secretary for Legislation (Education) at the Department of Health, Education and Welfare. Francelia will be Associate Director for Communications for the Women's Education Equity Act (WEEA) Coordination Project at the Women's Equity Action Leage (WEAL) Fund after working with the project since it began in 1971. We will sorely miss them, but wish them well in their new positions.

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Prices quoted subject to change.